United Nations A/66/30/Corr.2

General Assembly
Official Records
Sixty-sixth Session
Supplement No. 30

30 September 2011

Report of the International Civil Service Commission for 2011

Corrigendum

1. Summary of recommendations of the International Civil Service Commission

Replace sections A and B with the following text:

Paragraph reference	

A. Conditions of service applicable to both categories of staff

1. Review of the level of the mobility, hardship and non-removal allowance

47 The Commission decided to recommend to the General Assembly: (a) that an increase of 2.5 per cent be granted for the hardship allowance, the mobility allowance and the non-removal allowance, respectively, for implementation on 1 January 2012; and (b) that the additional non-family hardship element for staff serving in non-family duty stations be adjusted by the same percentage as the hardship, mobility and non-removal allowances, for implementation on 1 January 2012.

2. Performance management

90 The Commission decided to submit the revised framework to the General Assembly for its approval and to consider the use of merit steps at a future session.

3. Education grant methodology: minimum eligibility age for the receipt of the grant

96 The Commission recommends to the General Assembly that as of the school year in progress on 1 January 2012, the current eligibility requirements as regards the minimum age for the receipt of the education grant should be amended to exceptionally allow for a minimum eligibility age lower than the age of 5 for those educational institutions which, by virtue of law, require an earlier start of formal education. The Commission also recommends that the General Assembly invite the organizations of the common system to amend the minimum age eligibility requirement accordingly in order to harmonize the grant's eligibility requirement.

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Please recycle

Paragraph reference	
	B. Remuneration of the Professional and higher categories
	1. Base/floor salary scale
120 and 121	The Commission decided to recommend to the General Assembly, for approval, with effect from 1 January 2012, the base/floor salary scale and the revised rates of staff assessment used in conjunction with gross base salaries for the Professional and higher categories as shown in annex V to the present report. The Commission also recommended that the staff assessment rates used in conjunction with gross salaries be reviewed every three years and revised as appropriate.
	2. Evolution of the United Nations/United States net remuneration margin
132	The Commission reports to the General Assembly that the margin between the net remuneration of the United Nations staff in grades P-1 to D-2 in New York and the United States federal civil service in Washington, D.C., for the year 2011 was estimated at 114.9.
	3. Survey and report on diversity in the United Nations common system
145	The Commission decided to inform the General Assembly on the status of geographical distribution in the organizations of the common system and actions being taken by organizations and their governing bodies to achieve geographical balance. The Commission also decided to study the recruitment policies with a view to recommending to the organizations measures that would be more favourable to diversity and to revert to discussing diversity broadly at a later date.

2. Paragraph 40

For the existing text *substitute*

40. The Commission reviewed the following three options, which used as a basis the preceding factors and results for increasing the current flat amounts of allowances under the mobility and hardship scheme for implementation on 1 January 2012.

3. Paragraph 47

For the existing text *substitute*

47. The Commission decided:

(a) To recommend to the General Assembly that an increase of 2.5 per cent be granted for the hardship allowance, the mobility allowance and the non-removal allowance, respectively, for implementation on 1 January 2012 (see annex III for revised amounts of allowances under the mobility and hardship scheme);

(b) That the additional non-family hardship element for staff serving in non-family duty stations should be adjusted by the same percentage as the hardship, mobility and non-removal allowances, for implementation on 1 January 2012.

4. Paragraph 120

At the end of the paragraph, insert an additional subparagraph *reading*

(c) In response to a follow-up request from the United Nations Secretariat regarding the overall targeted decrease in the staff assessment amounts for the Professional and higher category of staff, which were calculated based on the approximate breakdown of the United Nations categories of staff as provided by the United Nations Secretariat, the staff assessment rates were further slightly revised. This resulted in the lowering by approximately 1 percentage point of the rates applicable to the lower two assessable income brackets. No changes were made to the upper two brackets. The revised salary scale for the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment, effective 1 January 2012, and the staff assessment rates to be used in conjunction with gross base salaries are included in annex V.

5. Annex V

Replace annex V with the following:

Annex V

Salary scale for the Professional and higher categories and staff assessment to be used in conjunction with gross base salaries

A. Salary scale for the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment, effective 1 January 2012

(United States dollars)

Level		*I*	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII*	*XIII*	*XIV*	*XV*
USG	gross	**189 349**														
	Net D	146 044														
	Net S	131 432														
ASG	gross	**172 071**														
	Net D	133 950														
	Net S	121 297														
D-2	gross	**141 227**	**144 223**	**147 221**	**150 227**	**153 351**	**156 476**									
	Net D	112 096	114 283	116 471	118 659	120 846	123 033									
	Net S	102 981	104 827	106 666	108 500	110 329	112 147									
D-1	gross	**129 047**	**131 678**	**134 304**	**136 936**	**139 568**	**142 197**	**144 830**	**147 459**	**150 093**						
	Net D	103 204	105 125	107 042	108 963	110 885	112 804	114 726	116 645	118 565						
	Net S	95 394	97 062	98 728	100 388	102 047	103 702	105 349	106 996	108 638						
P-5	gross	**106 718**	**108 955**	**111 195**	**113 430**	**115 670**	**117 905**	**120 147**	**122 384**	**124 622**	**126 860**	**129 099**	**131 336**	**133 575**		
	Net D	86 904	88 537	90 172	91 804	93 439	95 071	96 707	98 340	99 974	101 608	103 242	104 875	106 510		
	Net S	80 734	82 186	83 633	85 079	86 524	87 963	89 402	90 838	92 272	93 703	95 132	96 556	97 981		
P-4	gross	**87 933**	**89 929**	**91 924**	**93 919**	**95 916**	**97 910**	**99 908**	**102 059**	**104 219**	**106 377**	**108 540**	**110 696**	**112 856**	**115 018**	**117 178**
	Net D	72 467	74 044	75 620	77 196	78 774	80 349	81 927	83 503	85 080	86 655	88 234	89 808	91 385	92 963	94 540
	Net S	67 483	68 918	70 354	71 784	73 215	74 645	76 074	77 500	78 924	80 349	81 770	83 191	84 612	86 030	87 447
P-3	gross	**72 267**	**74 114**	**75 962**	**77 808**	**79 657**	**81 503**	**83 348**	**85 199**	**87 046**	**88 892**	**90 742**	**92 586**	**94 437**	**96 282**	**98 128**
	Net D	60 091	61 550	63 010	64 468	65 929	67 387	68 845	70 307	71 766	73 225	74 686	76 143	77 605	79 063	80 521
	Net S	56 091	57 433	58 777	60 118	61 462	62 803	64 143	65 488	66 828	68 170	69 508	70 847	72 182	73 521	74 859
P-2	gross	**59 267**	**60 920**	**62 571**	**64 225**	**65 877**	**67 528**	**69 182**	**70 832**	**72 485**	**74 139**	**75 790**	**77 443**			
	Net D	49 821	51 127	52 431	53 738	55 043	56 347	57 654	58 957	60 263	61 570	62 874	64 180			
	Net S	46 730	47 915	49 096	50 279	51 461	52 645	53 847	55 046	56 251	57 452	58 650	59 854			
P-1	gross	**46 399**	**47 878**	**49 348**	**50 891**	**52 476**	**54 063**	**55 653**	**57 243**	**58 827**	**60 415**					
	Net D	39 439	40 696	41 946	43 204	44 456	45 710	46 966	48 222	49 473	50 728					
	Net S	37 202	38 359	39 516	40 671	41 827	42 982	44 138	45 280	46 416	47 553					

B. Staff assessment to be used in conjunction with gross base salaries

1. Staff assessment rates for those with dependants

(United States dollars)

Assessable income	*Assessment rate (percentage)*
First 50,000	15
Next 50,000	21
Next 50,000	27
Remaining assessable amount	30

2. Staff assessment rates for those without dependants

Staff assessment amounts for those with neither a dependent spouse nor a dependent child would be equal to the difference between the gross salaries at different grades and steps and the corresponding net salaries at the single rate.